



CONTINUOUS LEARNING OPPORTUNITIES

The Massachusetts Conference for Women provides tremendous opportunities for personal and professional development. And the learning doesn't end on Conference day! Use the guide below to encourage continuing dialogue surrounding topics addressed at the event and to support ongoing professional development throughout the year.

KEEP THE CONVERSATION GOING

- Host quarterly panel discussions with company executives or team members around a select topic. See books from Conference speakers below for some ideas.
- Select 2-3 employees that attended this year's Conference to share their top take-aways from specific sessions during an upcoming Women's ERG meeting.
- Launch a book club or reading circle to dive deeper into topics and share perspectives in an intimate setting. See books from Conference speakers below for some ideas.
- Gather favorite quotes or take-aways from employees that attended this year's Conference via an internal chat channel or use an existing Women's ERG channel.

MASSACHUSETTS CONFERENCE FOR WOMEN RESOURCES

Resource Center for Confronting Racial Injustice

Now more than ever, we stand together to join the voices calling for change and call on women to support one another to achieve equality for people of color. Featuring speakers within the CFW community as well as external thought-leaders, these anti-racism resources have been curated and shared to amplify the voices of Black women and women of color, and to help us learn and take action together. WE are the women the world needs now, and we are ready to act.

For more information, visit www.conferencesforwomen.org/confronting-racial-injustice

Best Breakouts

Best Breakouts from the Conferences for Women is a new audio series that offers timeless insights from our archives to help you advance at work and in life. Each month, we'll offer more new breakout sessions from our live events, hand-picked to help you navigate challenges women face today.

To listen, visit www.conferencesforwomen.org/best-breakouts

Women Amplified, a Conference for Women podcast

Inspiration meets practical advice in this podcast from the nation's largest network of conferences for women in the workplace. Hosted by award-winning journalist and author Celeste Headlee, Women Amplified covers topics around leadership, career advancement, self-care, transitions, and other relevant issues that women face. In 30-minutes a month, we want to help you navigate life in your career and at home and bring your best "you" to all that you do!

To subscribe, visit www.conferencesforwomen.org/podcast/

Conference Website & Newsletter

Also, be sure to visit the Conference website <https://www.maconferenceforwomen.org> and to sign up for a monthly newsletter filled with exclusive interviews with speakers, timely insights from experts, and recommendations for our community.

BOOKS AND DISCUSSION STARTERS: BREAKOUT SESSIONS

Breakout sessions at this year's Massachusetts Conference for Women offered unique strategies and insights about leadership, career advancement, personal development, and more. Start a discussion in your office about these topics—or keep the conversation going—using the following discussion starters or

“Book Club Questions.”

Books are available for purchase at the Massachusetts Conference for Women online bookstore sponsored by Liberty Mutual with free shipping at www.bookpeople.com/massachusetts-conference-women-2020.

Confronting Injustice: Being Actively Anti- Racist with Rachel Cargle

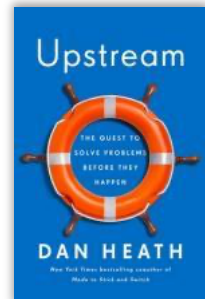
Workplaces, communities and across our nation, we are at a tipping point around racial injustice. It's not enough for white people to not be racist. Activist, academic and author Rachel Cargle explores what it means to truly confront racism by being actively anti-racist. She offers tools to help you shift into a role of radical empathy. Learn what it means to move from acknowledgement to accountability; from ally to accomplice; from silence to speaking up; from individual complacency to collective action. Anti-racism work is not a checklist or self-improvement. Together we can upend the system and drive powerful change.

Discussion Starters:

1. Have you initiated or been engaged in conversations about addressing racial injustice at work? What lessons have you learned about how to effectively discuss these issues?
2. What can leaders and organizations do to drive change and ensure an anti-racist culture?
3. What does it mean to you to move from ally to accomplice?

UPSTREAM: The Quest to Solve Problems Before They Happen by Dan Heath

Often in life, we get stuck in a cycle of response. We put out fires. We deal with emergencies. We stay downstream, handling one problem after another, but we never make our way upstream to fix the systems that caused the problems. Faced with a global pandemic and a tipping point in social injustice, 2020 has left us working to fix problems more immense than ever anticipated. How do we do better going forward so we are prepared for anything? *New York Times* bestselling author Dan Heath explores the psychological forces that push us downstream—including “problem blindness,” which can leave us oblivious to serious problems in our midst. Heath offers practical solutions to prevent problems before they happen. Gain the spark and skills to solve problems proactively and switch to an upstream mindset forever!

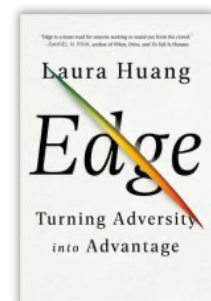


Book Club Questions:

1. Leaders face problems, but lately, they have felt so much more extreme and some have felt paralyzed. How have you overcome decision fatigue and paralysis?
2. Can you share an example of a time when you were forced to put out a fire, and in reflection found that you could have avoided it all had you addressed the root cause in advance?
3. What causes us to get stuck in a cycle of response? How can we break out of this cycle?

Edge: Turning Adversity into Advantage by Laura Huang

How do you find a competitive edge when the obstacles feel insurmountable? How do you get people to take you seriously when they are predisposed not to, and perhaps have already written you off? HBS professor Laura Huang will show you how to turn adversity into advantage and help you find your unique edge. Learn how to confront the factors that seem like challenges or shortcomings, use them unapologetically and strategically and ultimately turn them into assets that make others take notice.



Book Club Questions:

1. What do you consider to be your competitive edge or superpower?
2. Where did this edge come from? Did you discover/realize that edge over time or did someone—perhaps a coach, colleague, mentor—bring it to your attention?
3. How has this past year and the ongoing COVID-19 pandemic affected you and your approach to leadership? How have you found ways to maintain your “edge” amidst such a challenging set of circumstances?

***Perfectly You: Embracing the Power of Being Real* by Mariana Atencio**

Human beings innately want to blend in—think back to being the new kid on the block. We subconsciously have a habit of minimizing the traits that make us special to “fit in” until we can even lose our sense of self. Award-winning journalist and author Mariana Atencio shares her own immigrant story full of ups and downs, to explore how finding her authenticity made her stand out in the marketplace. Her tips to help you flip the script will teach you how to move beyond others’ expectations, squash self-doubt and find your voice and purpose. Now is the time to break stereotypes and bring your real self to work and life!



Book Club Questions:

1. Have you always felt comfortable with being yourself or have you (consciously or subconsciously) minimized your unique traits to “fit in” as a result of self-doubt?
2. Is there a time when you felt you were in-authentic? Do you regret it and what would you do differently now?
3. What is your best advice for squashing self-doubt?

Re-coding Code Switching with Caroline A. Wanga

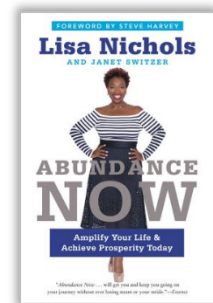
Code Switching has become an undue burden carried by marginalized groups that have to exist in majority groups. While the systemic deficits that created a need to code switch have an adverse impact on some people’s experiences, it can also be leveraged as a competitive edge in the many places where we all exist. Caroline Wanga explores both the disadvantages and advantages of this practice. Designed for women of color and peers, her session offers actionable tips to better navigate authenticity in the workplace and ways we can all be more supportive and accepting of each other.

Discussion Starters:

1. How do you help elevate, encourage, and embrace diverse perspectives across your organization so that everyone feels comfortable bringing their full selves forward?
2. Caroline Wanga believes that code switching is both a burden and an advantage. Do you agree?
3. How have you navigated authenticity throughout your career?

***Abundance Now: Amplify Your Life & Achieve Prosperity Today* by Lisa Nichols**

Twenty years ago, Lisa Nichols was a single mother dependent on public assistance and jumping from one dead end job to the next. Determined to break out of the defeatist mindset, negative behavior, and bad habits that were holding her back from success, she resolved to change her life. Today, she leads the life of her dreams. *Abundance Now* offers provocative lessons, actionable plans and real-life case-studies, and makes clear what we must do every day to attract abundance, how to act as if we are already leading abundant lives, and how to open the door to a life of richness in our work, our relationships, our finances, and in our view of ourselves.



Book Club Questions:

1. What advice would you give to someone with a scarcity mindset about moving toward an abundance mindset?
2. In your experience, does outlook affect our lives? How?
3. Is it important to create a legacy for others to follow? How can we do this in the workplace? In our personal lives?

***The 5 Second Rule: Transform your Life, Work, and Confidence with Everyday Courage* by Mel Robbins**

Throughout your life, you've had parents, coaches, teachers, friends and mentors who have pushed you to be better than your excuses and bigger than your fears. What if the secret to having the confidence and courage to enrich your life and work is simply knowing *how* to push yourself? Using the science of habits, riveting stories and surprising facts from some of the most famous moments in history, art and business, Mel Robbins will explain the power of a “push moment.” Then, she'll give you one simple tool you can use to become your greatest self.



Book Club Questions:

1. Who are the people who have pushed you to be better in your life?
2. Have you ever experienced a “push moment”? What did it motivate you to change?
3. What do you do to stay motivated and focused at work when you are feeling anxious or fearful, especially during the pandemic? Do you have any strategies that you use to refocus yourself?

***Under Pressure: Confronting the Epidemic of Stress and Anxiety in Girls* by Lisa Damour**

Though anxiety has risen among young people overall, studies confirm that it has skyrocketed in girls. Research finds that the number of girls who said that they often felt nervous, worried, or fearful jumped 55 percent from 2009 to 2014, while the comparable number for adolescent boys has remained unchanged. As a clinical psychologist who specializes in working with girls, Lisa Damour, Ph.D., explains the surprising and underappreciated *value* of stress and anxiety: that stress can helpfully stretch us beyond our comfort zones, and anxiety can play a key role in keeping girls safe. When we emphasize the *benefits* of stress and anxiety, we can help our daughters take them in stride.



Book Club Questions:

1. When has stress *benefited* your life? Would your career trajectory look the same without stress?
2. How has anxiety helped you to stay safe in your life? In the pandemic?
3. How can we change the way that we talk about stress and anxiety to emphasize the value of these emotional responses?

***Waking Up White, and Finding Myself in the Story of Race* by Debby Irving**

For twenty-five years, Debby Irving sensed inexplicable racial tensions in her personal and professional relationships. She repeatedly found that her best efforts to “help” caused more harm than the good she intended. Her one-step-forward-two-steps-back experience of racial understanding eventually led her to dig deeply into her own white privilege. Despite her well-intentioned mindset she found that her long-held beliefs about color blindness and wanting to help people of color actually perpetuated ill-conceived ideas about race. Racial justice educator Debby Irving shares her often cringe-worthy journey and the lessons learned along the path to becoming a true ally.



Book Club Questions:

1. What does it mean to be a true ally and support women of color in the workplace?
2. Were you taught to be “color blind”? What impact did that have on you?
3. How did you come to an understanding of privilege? How are you using your privilege to be an ally?

Lessons on Leading Through Change with Admiral Michelle Howard

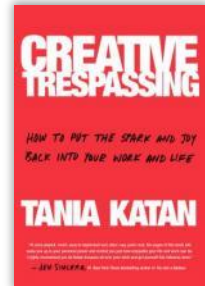
Admiral Michelle Howard is not a stranger to breaking barriers. She was the first woman Annapolis graduate to reach the rank of admiral, the first African-American woman to command a ship, the first African-American woman in any of the military services to reach three stars, and the first four-star female admiral in the Navy. Admiral Howard shares invaluable lessons learned as a woman in an overwhelmingly male world where she successfully led from within a large, two-century old organization. Offering concrete tools and strategies, she discusses leading through uncertainty, navigating change with flexibility, fostering creative problem solving and empowers others to be their best!

Discussion Starters:

1. How has your leadership style evolved throughout the pandemic to manage within a very different and rapidly changing environment?
2. How do you empower your team to stay motivated when there is so much uncertainty?
3. In what ways have you broken barriers for others with your career?

***Creative Trespassing: How to Put the Spark and Joy Back into Your Work and Life* by Tania Katan**

The ability to conjure imagination in any place, at any time, knowing it will make you (and those around you) more innovative, more energized, and more valuable in your work is needed more now than ever as we navigate uncertain and unusual times. Creative disruptor Tania Katan shows you how to transform monotony into novelty and become more energized in your work—yes, even working remotely. Sharing her personal experiences and offering a blend of inspiration and practical advice, Katan will offer a guide to help you move beyond fear and use creativity as fuel for a freer and more joyful life.

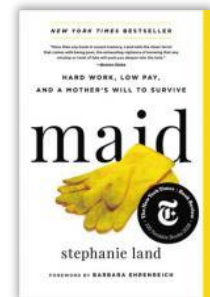


Book Club Questions:

1. How do you foster innovation on your team?
2. When work starts to feel monotonous, what do you do to become more energized?
3. What role does creativity play in your professional life?

***Maid: Hard Work, Low Pay, and a Mother's Will to Survive* by Stephanie Land**

Stephanie Land's dreams of attending a university and becoming a writer were deferred when she and her infant daughter had to move into a homeless shelter in 2008, fleeing a violent home and lacking any form of reliable safety net. Scraping by and driven to carve out a better life for herself and her daughter, she cleaned houses by day and took college classes online by night, writing relentlessly about her experiences. Years spent in service to upper- and middle-class America taught her indelible lessons about dignity and perseverance on her path to become a best-selling author and economic justice advocate. Stephanie shares her journey—one that is similar to millions in America—giving voice to the often-invisible "servant" worker and slashing deep-rooted stigmas that face the working poor. *Maid* is Stephanie's story, but it's not her alone. It is an inspiring testament to the strength, determination, and ultimate triumph of the human spirit.



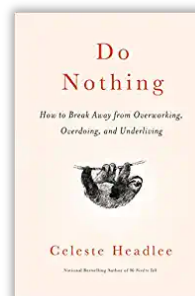
Book Club Questions:

1. How do you create an empathetic space for your team, especially while they are working remotely and dealing with so many new burdens as a result of the pandemic?
2. Share a time when you faced a personal or professional setback and had to persevere.
3. Has the pandemic changed how our culture values domestic workers such as house cleaners? How so?

BOOKS AND DISCUSSION STARTERS: KEYNOTES AND OTHER SPEAKERS

***Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving* by Celeste Headlee**

Celeste Headlee is a communication and human nature expert, an internationally recognized journalist and radio host, professional speaker, and author of bestselling book *We Need To Talk: How To Have Conversations That Matter* and her latest, *Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving*. Her TEDx Talk, *10 Ways to Have a Better Conversation*, has been viewed over twenty-three million times. @celesteheadlee

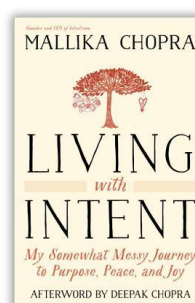


Book Club Questions:

1. What impact does being busy have on your work and on your life?
2. Has your relationship to busyness changed since the beginning of the pandemic?
3. What strategies do you use for doing less?

***Living with Intent: My Somewhat Messy Journey to Purpose, Peace, and Joy* by Mallika Chopra**

Living with Intent is a chronicle of Mallika Chopra's search to find more meaning, joy, and balance in life. She hopes that by telling her story, she can inspire others with her own successes (and failures) as well as share some of the wisdom she has gathered from friends, experts, and family along the way—people like her dad, Deepak, as well as Eckhart Tolle, Marianne Williamson, Arianna Huffington, Andrew Weil, and Dan Siegel. She also provides a practical road map for how we can all move from thought to action to outcome. Each chapter is devoted to one step on her journey and another piece of her INTENT action plan: Incubate, Notice, Trust, Express, Nurture, and Take Action. Chopra's insights and advice will help us all come closer to fully living the lives we truly intend.



Book Club Questions:

1. Have you ever felt that you were living on "autopilot"? How did you address it?
2. Has working from home made it easier or harder for you to live with intent? How so?
3. Are happiness and peace choices? Why or why not?

***Somewhere Inside: One Sister's Captivity in North Korea and the Other's Fight to Bring Her Home* by Laura Ling and Lisa Ling**

Somewhere Inside is the electrifying, never-before-told story of Laura Ling's capture by the North Koreans in March 2009, and the efforts of her sister, journalist Lisa Ling, to secure Laura's release by former President Bill Clinton. This riveting true account of the first ever trial of an American citizen in North Korea's highest court carries readers deep inside the world's most secretive nation while it poignantly explores the powerful, inspiring bonds of sisterly love.

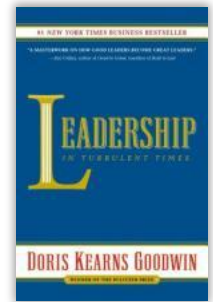


Book Club Questions:

1. When Laura Ling was captured by North Korea, her sister Lisa Ling began a campaign to get Laura released. Have you ever campaigned for (or against) something? What did you learn from that experience?
2. How did Laura and Lisa's skills as journalists (e.g. observing, listening, asking questions, empathizing) help them in their negotiations?
3. Laura and Lisa write about how their unique bond sustained them during a difficult time. Which relationships sustain you during life's challenges?

***Leadership: In Turbulent Times* by Doris Kearns Goodwin**

Doris Kearns Goodwin draws upon the four presidents she has studied most closely—Abraham Lincoln, Theodore Roosevelt, Franklin D. Roosevelt, and Lyndon B. Johnson (in civil rights)—to show how they recognized leadership qualities within themselves and were recognized as leaders by others. By looking back to their first entries into public life, we encounter them at a time when their paths were filled with confusion, fear, and hope. *Leadership* tells the story of how they all collided with dramatic reversals that disrupted their lives and threatened to shatter forever their ambitions. Nonetheless, they all emerged fitted to confront the contours and dilemmas of their times. At their best, all four were guided by a sense of moral purpose. At moments of great challenge, they were able to summon their talents to enlarge the opportunities and lives of others. Does the leader make the times or do the times make the leader?

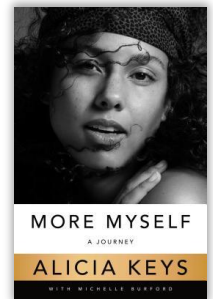


Book Club Questions:

1. Do the leadership qualities essential to these presidents apply to the business world? Discuss.
2. Is moral purpose vital in leadership? How so?
3. Which current world or business leaders do you look up to for the way they are navigating turbulent times?

***More Myself: A Journey* by Alicia Keys**

As one of the most celebrated musicians in the world, Alicia Keys has enraptured the globe with her heartfelt lyrics, extraordinary vocal range, and soul-stirring piano compositions. Yet away from the spotlight, Alicia has grappled with private heartache—over the challenging and complex relationship with her father, the people-pleasing nature that characterized her early career, the loss of privacy surrounding her romantic relationships, and the oppressive expectations of female perfection. Since Alicia rose to fame, her public persona has belied a deep personal truth: she has spent years not fully recognizing or honoring her own worth. After withholding parts of herself for so long, she is at last exploring the questions that live at the heart of her story: Who am I, really? And once I discover that truth, how can I become brave enough to embrace it?



Book Club Questions:

1. Alicia Keys writes about how the answer to her question “who am I, really?” is constantly changing. Did this ring true for you? How so?
2. How did Keys’s sense of self-worth impact her career and specifically her business negotiations?
3. Alicia Keys talks about learning the power of “no”. Share a time when saying “no” had a positive impact on your life or work.